



COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

December 9, 2005

To: Each Supervisor

From: Michael J. Henry *[Signature]*
Director of Personnel

Subject: **HUMAN RESOURCES STATUS REPORT ON KING/DREW MEDICAL CENTER (KDMC)**

This status report reflects information as of December 8, 2005. Please keep in mind that this information changes daily; therefore, the information in this report is a snapshot in time.

DISCIPLINE

Overall, since January 2004, we have taken disciplinary actions against 376 employees at KDMC. Of this number, 194 actions have resulted in discharges or resignations. A total of 45 disciplinary actions have been taken against physicians and 33 physicians have been discharged or resigned.

Since our last report, we have closed 8 cases and have opened 4 additional cases. As a result, our open caseload is currently 64 (detailed summary information is contained in Attachments I and II). No new cases involving physicians or nurses were received this week.

RECRUITMENTS

The KDMC Interview Day held on December 2, 2005 attracted 13 candidates (12 Registered Nurses and one Psychiatric Technician). Employment offers were extended to two Registered Nurses and both were accepted. One Registered Nurse accepted a Staff Nurse position in Telemetry; the other accepted a Staff Nurse position in OB/GYN. In addition, 22 prospective graduates of the Registered Nursing Program at Los Angeles Trade Technical College have been invited to tour KDMC and meet with KDMC's hiring managers next week.

To Enrich Lives Through Effective and Caring Service

Each Supervisor
December 9, 2005
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If you have any questions, please call me.

MJH:STS
SBH:ck

Attachments

c: David E. Janssen
Thomas L. Garthwaite, M.D.
Ray Fortner
Violet Varona-Lukens
Antionette Smith Epps
Fred Leaf

H:KDMCSTATUSMEMO FINAL 12/09/05

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - TABLE**

Period: 01/26/04 - 12/08/05

Dated: 12/8/2005

Closed Cases -	698
Open Cases -	64
Referred Cases -	14
Grand Total =	776

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
<u>Formal discipline:</u>						
Discharges	9	2	28	0	23	62
Discharges of Probationers	0	5	5	1	7	18
Suspensions (6 - 30 Days)	3	10	41	4	26	84
Suspensions (1 - 5 Days)	7	7	20	1	13	48
Reprimands	6	1	20	2	13	42
Warnings	0	1	1	3	3	8
Resignations in Lieu of Administrative Action	19	9	29	6	9	72
Release of Temporary Employee	9	1	26	0	5	41
Medical Release	0	0	0	0	1	1
Subtotal	53	36	170	17	100	376

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
Non-Disciplinary⁴ Corrective Actions	23	8	35	43	27	136
Total Actions Taken	76	44	205	60	127	512

- ¹ Includes: Physician series; Physician's Assistant; and Nurse Practitioners
² Includes: Surgical Technicians; Medical Technologists; etc.
³ Includes: Nurse series; Licensed Vocational Nurse; Nursing Attendant
⁴ Includes: Counseling; Effective Notices to Correct Performance; Reassignments; etc.

KDMC HUMAN RESOURCES / PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT – MEDICAL STAFF
 Period: 01/26/04 – 12/08/05

Dated: December 8, 2005

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<u>Formal Discipline:</u>				
Discharges	7	2	0	9
Discharges of Probationers	0	0	0	0
Suspension (6 - 30 Days)	2	1	0	3
Suspension (1 - 5 Days)	5	2	0	7
Reprimands	5	1	0	6
Warnings	0	0	0	0
Resignations in Lieu of Administrative Action	17	1	1	19
Release of Temporary Employee	9	0	0	9
Medical Release	0	0	0	0
Subtotal	45	7	1	53

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Non-Disciplinary Corrective Actions	21	1	1	23
Total of Action Taken	66	8	2	76